

02/18/03 07:54

User F115938

Printer AAUM

NOTE 02/09/03 16:44:51 F677062

To: Mary Lucas

Ken Haverkost

From: Johnna Havard

Date: 02/09/03

Subject: Old Ways.....

F115938 - FMHOST

F096642 - FMHOST

F677062 - FMHOST

Once again, Jaime is up to his old ways again. I have 2 incidents for you. On Saturday, Jaime was supposed to come in at 7:00am and be the opening PIC because Tonia and I were scheduled at 8:00. When I drove through the main entrance of the parking lot, his Durango was the only vehicle parked by the HOM entrance. Then my employees came and said that he had snuck his way through the HOM side then to the back. If he was going to be late, he could have called one of us to come in and open but he didn't. Also for someone that harps on tardiness to his fellow employees, then he needs to lead by example, especially if he is the Manager. The other incident was Sunday(today), I received a call about 7:30 from Jaime, that his son had went to a party and had got sick and he was staying home to take care of him. He was scheduled at 6:00am. Then about 3:00pm, his son was seen with his girlfriends kids prouncing around like he was okay. Then shortly after that I saw him shopping with his son. I say these incidents to you because I feel that he thinks he can get away with this and nothing will be done to him. I also feel that he should lead by example, instead of showing to our employees that what he is doing is "okay". This in my eyes and everyone that I work with, is unacceptable. It also screws up the way we try to run our democracy throughout our ALE department. I hope something is done about this excessive tardiness of his because it is showing everyone else in the store that this is okay. I don't think it is because what kind of leader is that, if he isn't going to be punctual and keep his word?

Johnna Havard JN/158

01/28/03 06:28

User F115938

Printer AAUG

REPLY 01/27/03 14:41:33 F677062

To: Mary Lucas
 From: Johnna Havard
 Date: 01/27/03

F115938 - FMHOST
 F677062 - FMHOST

Subject: Just Checking in...

Reference: Your note of 01/23/03 13:57 attached below

 Good to hear from you and thank you to the both of you for listening. It has been a bumpy ride here but if anything I have learned what not to do in my next position. I just got back from my trip back home(Fairbanks) and was able to release myself and get back to where I needed to be mentally and physically. It was nice, especially what we have been going through here. I really appreciate everything that Ken and you did. Thank you. Now with Mr. San Miguel, I hope that he has changed but since I was gone for five days, I have been hearing complaints since I got back and that he has gone back to his old ways. I had Lonia(relief asst.) come up to me and stating that she felt like he was putting all of the blame on her for something that wasn't totally her fault. Also Rhonda and him had got into it again and I had only heard a little on that situation. So far with Jaime and myself, we haven't had any "problems" or arguments since our talk and compromises. It has been alright so far but I will definitely let you know if I have any other problems, but thank again for being there to listen.

Thank you for your time,

Johnna C. Havard, ALE asst. mgr JN/158

----- ATTACHED NOTE -----

To: Johnna Havard
 From: Mary Lucas
 Date: 01/23/03
 Subject: Just Checking in...

F677062 - FMHOST
 F115938 - FMHOST

 Just wanted to see how things went this week and if Mr. San Miguel is staying true to his promises?

Ken and I looked for you to say goodbye but you had already left. We wanted to thank you for bringing these issues forward.

Please keep me posted on the progress at JN.

Thanks.

01/23/03 14:04

User F115938

Printer AAUM

REPLY 01/15/03 08:24:48 F677062

To: Mary Lucas

F115938 - FMHOST

From: Johnna Havard

F677062 - FMHOST

Date: 01/15/03

Subject: Your complaints

Reference: Your note of 01/13/03 13:56 attached below

Mary, I did talk with Dennis when he came and I still feel like my voice is not heard. I don't want to "burn my bridges" with Dennis but I still feel like there will be no justice brought upon Mr. San Miguel. When I was explaining to Dennis that Jaime no shows and is always late, he said that I was keeping tabs on my Manager. In a way I am but I also feel that he is not leading by example of an apparel manager. His employees see this and this is how they get away with it. For example (and this did happen), our relief assistant (Tonia Avila) called in on Jan. 1. Now from working with some other managers in the past, if you call-in on the 1st of January, you are automatically termed. Also from talking with Dennis, I also feel by him not caring about the situations that I have come across, that he doesn't care to lose another dedicated employee. Mr. San Miguel may be a good manager in some other aspects but from what I have observed and the situations I have been in with him, I feel like he knows that he can and will get away with anything his heart desires, even if it is against policy.

----- ATTACHED NOTE -----

To: Johnna Havard

F677062 - FMHOST

From: Mary Lucas

F115938 - FMHOST

Date: 01/13/03

Subject: Your complaints

I will investigate your allegations. I am planning a visit to Juneau in the near future. In the meantime, did you address any of your issues with Dennis Affleck during his recent visit?

Johanna

1c. tardiness

* a) communication of tardies / schedule changes.

2. no daily tours

a) inconsistency

b) communication of process when he is absent / tardy

3. Employee Discipline

a) ee failing to punch

b) ee no call / no show 3-times in 1 week - no discipline

Disciplinary process is not what she was taught it should be.

Taime

1. Lack of knowledge of the job.

2. Support

a) sat down & instructed Johnna to perform a task; felt end result she was working against his plan.

3. Impulsive behavior

a) Johnna brings alot of energy; different perspective to the store. However, sometimes she reacts impulsively without investigating or considering her response.

~~Ronda~~
Monica

Julitta Lim (call her)
Ask her about ad incident.

Jaime's attendance - does not come
to work as scheduled. Double standard.

Jaime's communication -

tours - when do you receive? how often?
training

Jaime's phone / pic phone

Treatment of employees -

re: Throwing merchandise / fixture?

Jaime's direction to ee's re: Johnna.

1/15/03

1:40 PM Met w/ Johanna Harvard

12/99-

1st in ALX

2nd WF.

1/02 - moved

to BK as relief.

ring were

GA sent to

N to fill

for Myrna.

ALX Assistant C-SN since March '02.

Biggest complaint is Jaime is not "managing" the department.

Came in March '02 - to fill in for Myrna.

Back @ BK for couple - during this time position posted - Jaime called her - did not interview her. She asked why - Jaime sd. didn't need to - had seen her work.

2 weeks later back in Juneau as Asst. ALX Manager in 4/02.

Things very rocky at first. Lots rumors going around. S's resentful of her taking Myrna's position.

Summer time.

Jaime told her from beginning she was not following thru on things.

Specifically, an ad audit - "lying on paper to dir about ad audit." Sunday am, she gave copy ad audit hot topics, said was done. Jaime sd. walked it 2-3 pm w/ Jolitta Lim (Clarine

-2-

pic) sd. RTW missing. Johnna
 TP Julitta - Julitta sd. Jaime
 was lying.

Mon - Jaime told her ad not set
 properly. Jaime told her she led
 to director.

Attendance
 12/24 -
 no show?

1. No communication to the Assistant -
 never knows when he will be
 there & when he won't. attendance?
 sporadic?
2. Rhonda Cox leaving because she
 cannot work w/ Jaime any more.
3. Some ees come in at 4:00 -
 Jaime does not give her tour till
 8-9:00 - say they need to get done
 by end of day. - or no tour at all.
4. Sez double standard for Jaime -
 comes & goes as he pleases. No
 communication. He comes
 late - she thinks he's not coming
 - she writes tour - then he comes in
 and gets mad & rips up tour.
5. Johnna went from 1/01 to 3/02 as relief
 then promoted to Assistant on 10/02
 as of today - have not completed
 relief training. Brand new asst - Tureau.

-3-

Jame has spent small amount of time on magic.

in Nov. '02
 Johnna worked graveyards alone for 2-3 weeks. She got sick - ended up in ER. - ribs hurt. Excessive lifting. "Made her feel incompetent for calling in sick." Led up to "lote" issue.

Jame lost temper - slammed fixture into merchandise.

Just signed policy to not take stuff off shelves. She was expected to take lotes off shelf for ^{the} sale.

Never made floor map for 5-hour sale. She kept v-ing with him - is this how it goes?

Dec. Deana Tuden sd. quitting - has since changed her mind. Cease her notice to Jame. Sd. Can't work w/ him anymore. - changed her mind.

- 4 -

Day After Thanksgiving. —
 11-9 am — thought she was
 scheduled at that time

Scheduled. she was scheduled
 day shift.

Jaime worked that day- ? was there
 at 9:00.

12/6- Jaime told Tonia he would
 be in to work. Jaime no showed.

Sara
 worked
 intimates/

Dexter - says that lots of times
 Jaime is scheduled at certain times-
 just plain doesn't come in.

When another dir hire - he addressed it.

Tulitta Kim also works for STATE - sometimes
 comes late due to other job - no one minds?

Jaime won't answer her phone - "heard his
 dog ate his phone" (Rotweiler)

202423

Wrote ^{Jaime's} "no show" on 15 minute chart.

ATTACHMENT A

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Sara has worked for Jaime six years.
 Jaime ^{has} never been a morning person?

-5-

Sundays - whether he shows is anybody's guess.

3 wks. ago - had meeting - Jaime said 1st thing you do is plug your phone - second get your tour. Sara sd. - there was a tour for a couple days - then back to normal - no tours. Today - Johnnie wrote tour - 1st thing on tour was finished Jaime's tour but is no where to be found.

Meetings are hit $\frac{1}{2}$, miss - more miss than hit.

He communicates via OR to them.

Don't get planograms - never on tour. She thinks they get lost?

He has a temper - throws fits - kicks boxes - yells. Treats ee's very badly. Threatens ee's in memos when he's mad. Rules by intimidation. sez he will not go very far because ~~no~~ no one wants to follow him.

ATTACHMENT A

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202424

- 6
Jaime
had
Johnna
throwing
freight.

Sara ^{Douglas} II Craig in ALX - he thought
Johnna was sectionhead - because
whenever call comes for PIC - Tonia answers.
Tonia is the relief.
Jaime gives the phone to Tonia.

Jaime does not train.
Myrna knew that and compensated
for it & helped others.

Charinna was acting ~~relief~~ relief -
on the chart. as relief -
Jaime never did PIA. She
was very pregnant so did not
pursue it.

According to Sara - when Johnna here
filling in for Myrna - she was
working very long hours & got sick.
Was at ER and Jaime told her
to come to work. She came in -
fainted - Fred & Sara saw her
go out - Fred appalled. So would
IP Jaime. According Sara - when
Jaime found out Johnna's
roommate (Tom?) tried to get her to
stay home - Jaime was going to call

-7.

him & tell him to stop doing that.

Sara sd. when Sita broke her leg at work - Jaime's response was "There goes my bonus."

Visual
Display
Person/
TRIS sez.
RTW
Sectionhead.
Worked
d-JN
ince '98-
ALX.

Miranda Wilburn - was RTW sectionhead.
Quit - 1/2 year later - rehired
as P/T (H) V.D. Person - he rehired her
as RTW Sectionhead.
Rehired June, 2001.

Scheduled at 7:00 - wanders in at
8 - 8:30. 50% of time - she
observes him to be late.

She sez she gets a tour from
Jaime - not very often.

If she gets a tour at all - which
is rarely - Johnna writes tour.
Most direction verbal from Jaime or
Johnna.

Asked her if she understood attendance
policy. She said yes. Sd. policy not
adhered to. A number of people
violate it.

ATTACHMENT A

Page 013 of 32

202426

8-

Asked her about Johnna's ability -
sd. she sees her as new - still
learning.

Miranda said Matthew trained
her. Jaime does not train
anymore. She said he's very
capable - he helped her when
she was a section head.

She said he doesn't wear his phone -
he's in the office alot.
Sometimes hard to find him.
Hands phone off when he has it.
Not sure when he's on location.

She said he does a good job as a
manager - when he's here.
Jaime worked very hard when
Matthew was the mgr. Now he
has an assistant - he doesn't have to
manage. She does not see him
train Johnna on how to handle
things -
sd. he very poor communicator

-9-

PIC

~~Relief Assistant~~ Charinna Fontenote (English very broken)

We work so hard during holidays - he not here. Sets in the office a lot

If we get memo from Dennis - things wrong. Jaime will then write a tour for couple days - then he will stop. Johnna writes.

Jaime has not been training her.
Sd. Johnna has been helping her.

Does not know what ~~happens~~ attendance policy is?

When she opens she comes in a 6:45. Jaime usually comes in @ 8:00.

Sd. worked as relief for almost a year. No PITT done.

Said there two other ee's work at note ~~there~~ that are unhappy about working conditions in Apparel.

ATTACHMENT A

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202428

-10-

1/17/03 Rhonda Cox - men's sectionhead since last Feb.

Jaime does not answer his pager.
Doesn't carry phone. No way to get to him

Told her do not follow Johnna's direction - follow me.

Then will say - follow Johnna when I'm not here.

Tours - if written - are for 1 week.
Rhonda will address issues as she sees fit - then Jaime will see and take her off task to do what he wants. She afraid to take initiative cuz he will shoot her down.

Told Rhonda - you never finish anything.

She is still trying to transfer out of ALX. Fred knows. Keeps telling her can't move you now.

6 hr. sale - rammed cart into fixtures - threw tote. Very angry.

Had mtg. 1 month in advance - she has never ^{of 6 hr. sale (Rhonda)} ~~announced~~ before. ^{told her that}
She & Ann Marie had work graveyard to work freight - not able to work

202429

- 11 -

their own depts. Freight people
 putting their stuff away.
 Their depts looked terrible.
 Tuesday before 6-hr. sale - he (Jaime)
 just got back from vacation.
 Called everyone in backroom -
 yelled at them - said get out
 on floor and fix it. Rhonda
 still didn't know how to fix.
 Went to Fred - Fred said he
 would handle. Rhonda tried to
 talk to Jaime - he said "no" just
 take care of it. Still mad.

Their dept. was a mess. Jaime
 went home - they had everyone
 able to help - helping set dept.
 Jaime exploded cuz not merchandising
 properly. Why wasn't he there
 overseeing it himself?

1/17/03 Tonia - Relief since June '02.
 So when - come to work tour from
 Jaime or tour Johnna.

ATTACHMENT A Page 017 of 32

Training from both.

202430

- 12 -

Been hard lately - so much tension between Johnna & Jaime.

Tonia & Johnna have been butting heads.

6-hour sale - Johnna left w/o telling Jaime.

Tonia & Jaime about doesn't want to come in to work.

Johnna has snapped at her. Having problems w/ her boyfriend.

Rumor mill running rampant.

01/13/03 07:11

User F115938

Printer AAUM

FORWARD 01/11/03 18:50:29 F677062

To: Mary Lucas
 From: Johnna Havard
 Date: 01/11/03
 Subject: Tours...(JSM)
 Reference: Note attached below

F115938 - FMHOST
 F677062 - FMHOST

 Here is something else that I have that I documented.

Thanks,
 Johnna JN/158

----- ATTACHED NOTE -----

To: Johnna Havard
 From: Johnna Havard
 Date: 12/12/02
 Subject: Tours...(JSM)

F677062 - FMHOST
 F677062 - FMHOST

 When I first came to this location in April 2002, I proceeded to do as I was taught, to write a tour when the ALE manager is not present. He is late everyday and I usually open. So it is my duty to ensure that everyone is on task when they first get here. Sometimes there isn't even a daily tour at all and witnesses to this are: Rhonda Cox, Monica Batsch, Annmarie Stout, & Sara Dexter, & Sixta Catli(on emer. medical leave, workman's comp.) (also Colleen Clark, quit Fred Meyer)

****He has told me to not write a tour unless he is absent or off for the whole day but when he is late and I receive no phone call or message from Fred, then now am I in the wrong by making sure that everyone is on task and by writing a tour. Also when he does write a tour, it isn't handed to everyone until half their shift is over and he says "this has to be done today" and he writes tours that are anywhere 3-5pages long and expects them to be done that day.

***In his meetings he has when I am not present, he has quoted to the employees "starting now...you are no longer to listen to Johnna. You are to listen to me. I am the manager." I am there to run the floor and be there for questions of our employees at all times. Sometimes for questions directed at him, you can't even get ahold of him and he doesn't even have his phone on or even on him. Witnesses to this are: Rhonda Cox, Sara Dexter, Monica Batsch, Deanna Judin, & Tammy Damien(CCK PIC) (Plus how does he expect to execute the plan like he asked, if he isn't here or off and he told them not to listen to me. How am I supposed to do my job?

07:10
User F115938
FORWARD 01/11/03 18:52:13 F677062
To: Mary Lucas
From: Johnna Havard
Date: 01/11/03
Subject:
Reference: Note attached below

Here is another one!!
Johnna JN/158

Printer AAUM
F115938 - FMI
F677062 - FMI

----- ATTACHED NOTE -----
To: Johnna Havard
From: Johnna Havard
Date: 12/12/02
Subject:
Reference: Note attached below

F677062 - FMHOST
F677062 - FMHOST

Another incident where he had thrown merchandise 11/27, I had approached him in the shoe department with Annmarie Stout about the blue tote incident and how and why the message wasn't relayed to me. I asked him this and he said, "well if you were here you would know!!" I then responded, "my health is important to me! So it is my fault that I went to the ER?" Jaime replied, "well if you were here..." then I stormed off the other direction towards the checkstands and he proceeded towards the fitting room. As he stormed his direction, he had a cart, with his tour clip board (because he was writting a tour) and he then slammed it into a fixture. This was a 7:30am while the store was open. What if this would have hit a customer??
***Please note, the same week he had gone to the ER as well on 11/25 and then didn't come to work 11/26.

----- ATTACHED NOTE -----
To: Johnna Havard
From: Johnna Havard
Date: 12/12/02
Subject:
Reference: Note attached below

F677062 - FMHOST
F677062 - FMHOST

tnesses to throwing merchandise: Rhonda Cox, Sara Dexter, Annmarie Stout, aka Chan, Miranda Wilburn, Monica Batsch, & Donald Williams.

----- ATTACHED NOTE -----
To: Johnna Havard
From: Johnna Havard
Date: 11/28/02
Subject: Last night(J issues)

F677062 - FMHOST
F677062 - FMHOST

Y, I had come back from being into the Emergency room because I have found that I have condrodrititis (where the joints in your rib cage cave in causeing to the heart. This is cause from alot of strenuous lifting.) Rhonda, Sara and Donald had told me that Jaime had a meeting in the stock

202433

ATTACHMENT A

12/05/02 08:23

User F115938

Printer AAUM

FORWARD 11/29/02 15:44:33 F251403

To: Fred Sayre

F111910 - FMHOST

From: Jaime San Miguel

F251403 - FMHOST

Date: 11/29/02

Subject: Thanksgiving....

Reference: Note from Tonia Avila (FTMA001 - FMHOST) attached below

----- ATTACHED NOTE -----

To: Jaime San Miguel

F251403 - FMHOST

From: Tonia Avila

FTMA001 - FMHOST

Date: 11/28/02

Subject: Thanksgiving....

Reference: Note from Johnna Havard (F677062 - FMHOST) attached below

----- ATTACHED NOTE -----

To: Tonia Avila

FTMA001 - FMHOST

From: Johnna Havard

F677062 - FMHOST

Date: 11/28/02

Subject: Thanksgiving....

Hey girl, I am sorry you had to go through yesterday after I had left. Tonight we worked some of the hangfreight to make some room into the stockroom. I also tried to find as many ladies sweaters as I could to fill the womens table and the ladies table. I also put the fleece vests onto the bottom columbia table just for the sale. I think there might be more in the hangfreight but I did not want to dig through it tonight. I have doctor's orders not to lift alot of heavy freight for a week or two because when Hector took me to the ER on Tuesday night, I found out I have Condrodritis(which happens when your joints get weak and cave in). My ribs are doing this, causing a sharp pain to the heart. Jaime did not want to understand this yesterday morning and still made me stay here until 1:00pm to get the luggage done. I have had enough, well that is all I can say for that right now(you know what I mean). Well hang in there until I come back to days or if I am ever coming back to days. I think this is his way of not having to deal with me, ya know?? I hope you have a happy Thanksgiving!! See you on Friday! We are going home early so we can spend some Thanksgiving with our loved ones, instead of sleeping all day!!

Happy Thanksgiving,
Johnna

cc: Mary Lucas
 Dennis Affleck
 From: Jim Hill
 Date: 10/09/02
 Subject: Issues at JN....
 Reference: Your note of 10/06/02 11:36 attached below

F115938
 F028040
 F010239

 Johnna,

I think the first place you need to start is with Fred Sayre. If he is aware of this he needs to be, as this gives him a chance to resolve it store level. If it isn't resolved you and Fred should contact Regional Mary Lucas and Dennis Affleck for their involvement.

If I can be of further assistance please contact me.

Thank you,
 Jim

----- ATTACHED NOTE -----

To: Mary Lucas
 cc: Jim Hill
 From: Johnna Havard
 Date: 10/06/02
 Subject: Issues at JN....

F115938
 F010239
 F677062

 I would like to know what the guildlines for salary managers. I am having some issues here at Juneau that I have never dealt with before and I don't know how to handle them, it has to deal with someone that is higher and treating me unfairly. Currently I am working a 6-4 shift then turn around to do a graveyard at 11pm. I do realize that salary does work shifts but I would like to know if this is even okay to do to an employee this healthy? For example today, I am scheduled the 6-4 opening shift Sunday, then I have to turn around and do a graveyard at 11pm. Then at 10:00am I was given a 5 page tour that I had to complete the majority of my own by the end of today. Then tonight I am pulling the graveyard shift to catch up on freight because we have 10 boards in the HOM stockroom we have 10 more boards in our own stockroom, and I was told that I had to complete it all on my own. I am the only one scheduled to do the graveyard complete all of these. If I don't I feel like I am being set up to fail. This is not the first time that this has happened to me at this store. I put in alot of hours and o.t. here and I do my best with no training for my job. This manager hasn't even began my training since I stepped foot into this store. Now before I had come to this store, I was at BK for only 3 months and recieved more training there in that small amount of time then I am getting here. I also get harped on, if I change the schedule to fit the needs of business the time and the manager isn't here. What am I supposed to do? Leave the floor a mess with minimal help and the rest of the crew stressed out all day because they have (as I have been told) to "just deal with it". I am doing the best I can with the resources given to me and the training that I recieved previously in another location.

While I was at WF & BK, I was taught how to use my resources given to me and to also try and cover a shift, depending on the issue with the employees (sick call, emergency leave...). I was taught the best ways to do this with the managers at the time and to also make sure it wouldn't hurt us in the long run. This is the worst I have ever been treated, here at Fred Meyer. I won't stop. I also feel that I am a good asset to this company with my knowledge for my job, my ability to learn quickly, and my eagerness to

ATTACHMENT A Page 022 of 32

things done. All I am here to do is my job to the best that I can, to my goals for the day, and to move on in this company.

If you have any other questions concerning my issues, feel free to call cell#907-209-2517 because I will be working graveyards this whole week do go back to days next Sunday.

Thank you for your time,
Johnna Havard,
ALE asst. mgr JN/158

10/13/02 11:41

User F115938

Printer A

REPLY 10/10/02 13:21:45 F010239

To: Johnna Havard

F677062

cc: Mary Lucas

F115938

Dennis Affleck

F028040

From: Jim Hill

F010239

Date: 10/10/02

Subject: Issues at JN....

Reference: Your note of 10/10/02 06:16 attached below

Johanna,

If I understand you correctly, you have already gone to Fred twice and has been done? Did he say he would address the issues you have stated note? Have you talked with Dennis concerning your problems with your I

You next step is to contact both Dennis and Mary Lucas. I am CC'ing b them on your notes as this is something that needs to be addressed by well.

Let me know if I can be of further assistance.

Thank you,

Jim

----- ATTACHED NOTE -----

To: Jim Hill

F010239

From: Johnna Havard

F677062

Date: 10/10/02

Subject: Issues at JN....

Reference: Your note of 10/09/02 13:41 attached below

Thank you for responding. I just don't know what to do at this point what if I have already gone to the store director twice and nothing has changed at this point? I don't know what to do and I feel that the work I am doing isn't good enough for this store. I usually pull in 10-12 hours and I do the best job I can with no training for my position. Currently I am using all of the knowledge that I have been given and applying the best I can. A lot of the time I have to find all of my answers to my own questions on my own because the person I am supposed to go to doesn't know what to do or get yelled at if I come in to open and write a tour for the day, then the manager shows up about 8:00 sometimes 9:00 then ask me why I wrote a tour (some witnesses say he has torn it up) then re-plans the day, when the tour leads have been here since 5:00 or 7:00am and has them stop what they are doing to do something else. How am I supposed to know what he wants, if he won't communicate with me, via an o.v. when I am opening. I was trained to write a tour if he isn't here (when he is scheduled at 7:00). I am just doing my best and in return I feel that everything I have been taught is thrown back at my face. I will admit that I don't know everything and I do learn things everyday and I would love to learn things for my next position but it hasn't yet happened. I just wish this would be resolved. I also know how to use resources whether it is people or objects like merchandising notes, he has display plans for the periods and I have also been told from some buyers that I have great communication skills with them at the office. So for knowing how to do my job the best that I can and always willing to move on and push myself farther. Thank you for your time.
Johnna Havard, ALE assistant manager JN/155

ATTACHMENT A

Page 024 of 32

----- ATTACHED NOTE -----

10/13/02 12:20

User F115938

Printer A

NOTE 10/06/02 11:36:48 F677062

To: Mary Lucas

F115938

cc: Jim Hill

F010239

From: Johnna Havard

F677062

Date: 10/06/02

Subject: Issues at JN....

I would like to know what the guildlines for salary managers. I am having some issues here at Juneau that I have never dealt with before and I don't know how to handle them, it has to deal with someone that is higher and treating me unfairly. Currently I am working a 6-4 shift then turn around to do a graveyard at 11pm. I do realize that salary does work shifts but I would like to know if this is even okay to do to an employee, is this healthy? For example today, I am scheduled the 6-4 opening shift on Sunday, then I have to turn around and do a graveyard at 11pm. Then at 10:00am I was given a 5 page tour that I had to complete the majority of my own by the end of today. Then tonight I am pulling the graveyard shift to catch up on freight because we have 10 boards in the HOM stockroom, we have 10 more boards in our own stockroom, and I was told that I had to complete it all on my own. I am the only one scheduled to do the graveyard shift, I complete all of these. If I don't I feel like I am being set up to fail, this is not the first time that this has happened to me at this store. I work a lot of hours and o.t. here and I do my best with no training for my job. This manager hasn't even began my training since I stepped foot into this store. Now before I had come to this store, I was at BK for only 3 months and recieved more training there in that small amount of time then I am getting here. I also get harped on, if I change the schedule to fit the needs of business the time and the manager isn't here. What am I supposed to do? Leave the floor a mess with minimal help and the rest of the crew stressed out the next day because they have (as I have been told) to "just deal with it". I do the best I can with the resources given to me and the training that I recieved previously in another location.

While I was at WF & BK, I was taught how to use my resources given to me and to also try and cover a shift, depending on the issue with the employee (sick call, emergency leave...). I was taught the best ways to do this with the managers at the time and to also make sure it wouldn't hurt us in the long run. This is the worst I have ever been treated, here at Fred Meyer. I want it to stop. I also feel that I am a good asset to this company with my knowledge for my job, my ability to learn quickly, and my eagerness to get things done. All I am here to do is my job to the best that I can, to meet my goals for the day, and to move on in this company.

If you have any other questions concerning my issues, feel free to call cell#907-209-2517 because I will be working graveyards this whole week and do go back to days next Sunday.

Thank you for your time,
Johnna Havard,
ALE asst. mgr JN/158

01/13/03 07:09

User F115938

Printer AAUM

FORWARD 01/11/03 18:53:50 F677062

To: Mary Lucas
From: Johnna Havard
Date: 01/11/03
Subject: Deanna's Quitting
Reference: Note attached below

F115938 - FMHOST
F677062 - FMHOST

Here is another incident that I documented!!

Thanks,
Johnna Havard,
ALE asst. mgr JN/158

----- ATTACHED NOTE -----

To: Johnna Havard
From: Johnna Havard
Date: 12/29/02
Subject: Deanna's Quitting

F677062 - FMHOST
F677062 - FMHOST

I was called up to the office on 12/16 about Deanna Judin's quitting. He asked me why she quoted schedule problems and communication in her 2week notice and I said "I don't know". He then said, "well then how would she know about these problems?" I felt like he was trying to put the blame on me for telling her to quit.

01/13/03 07:09

User F115938

Printer AAUM

FORWARD 01/11/03 18:55:19 F677062

To: Mary Lucas
From: Johnna Havard
Date: 01/11/03
Subject: JSM No-Show/No-call
Reference: Note attached below

F115938 - FMHOST
F677062 - FMHOST

Here is another incident that wasn't followed up with.

Johnna

----- ATTACHED NOTE -----

To: Johnna Havard
From: Johnna Havard
Date: 12/29/02
Subject: JSM No-Show/No-call

F677062 - FMHOST
F677062 - FMHOST

Thursday 12/26, Jaime was scheduled at 7-5. I had come in at 9:00am. When I had came in, I asked Tonia if Jaime was here. She then quoted "I spoke to him the day before christmas and he said he was coming in but I haven't seen him yet." Steve and Drew had both asked me where he was also and he was no where to be found. He hadn't even called us to let us know that he wasn't coming in. Tonia even said that she didn't get a phone call, either. Fred was off and Steve was M.O.D. and he didn't receive a phone call either. Nothing was done about this incident.

01/13/03 07:08

User F115938

Printer AAUM

FORWARD 01/11/03 19:33:05 F677062

To: Mary Lucas
From: Johnna Havard
Date: 01/11/03
Subject: Tonia Avila(Jan. 1)
Reference: Note attached below

F115938 - FMHOST
F677062 - FMHOST

Here is something else that I documented and it wasn't followed up with the employee from the manager but the manager was told of the incident from myself.

Thank you,
Johnna JN/158

----- ATTACHED NOTE -----

To: Johnna Havard
From: Johnna Havard
Date: 01/11/03
Subject: Tonia Avila(Jan. 1) *4th in plg./ingrid*

F677062 - FMHOST
F677062 - FMHOST

On the morning of January 1. around 8:00am, I received a phone call from our relief assistant, Tonia Avila. She said that she wasn't feeling well. I then asked if she had went out the previous night, she had then said that she did and didn't come home until 4:00am and was still feeling it from the night. I then told her to call me back and maybe thinking of coming in later. She never called back and never came into to work that day.

***From what I know from some other locations or under some other management, that if you call-in on the 1st of the year, you are automatically terminated. I had then told Jaime San Miguel about this when he had come in to work on the schedule the same day. Nothing was done to this employee about this incident.

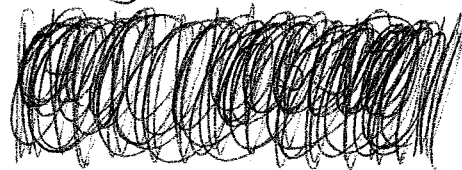
Johnna Harvard - 12/3/02.

no training?
since march by Jaime

Friday - brought drs. note - can't read -
asked for explanation? Jaime asked
for clarification.

Friday scheduled - scheduled
WORKED Saturday/Sunday.

no training
Relief for Jaime



8 o'clock

Ron Sieverson - BSM
suspended 3 days - (10/24/02)



Dissent - in DEPT.



alleging to

11/5/02 - Conference call - Jaime gave Johnna
written warning for leaving
WORK w/o authorization
several hours early.

Jaime sd. not necessary to communicate his
whereabouts when out of store

ATTACHMENT A Page 029 of 32

202438D

in / out board?

Threw merchandise around?

02/12/01 14:11

User F115938

Printer AAUM

FORWARD 02/12/01 13:50:28 F028040

To: Mary Lucas

F115938 - FMHOST

cc: John Santos

F429463 - FMHOST

From: Dennis Affleck

F028040 - FMHOST

Date: 02/12/01

Subject: About Jim Duffy

Reference: Note from Jaime San Miguel (F251403 - FMHOST) attached below

Fyi on Jim Duffey at JN/SHO.

Walked off the job this morning...

----- ATTACHED NOTE -----

To: Dennis Affleck

F028040 - FMHOST

From: Jaime San Miguel

F251403 - FMHOST

Date: 02/12/01

Subject: About Jim Duffy

Reference: Note from Myrna Johnson (F276177 - FMHOST) attached below

Dennis,

We need to replace Jim Duffy in the sho dpt. Do you want to post for sho mgr or for sho section head? Please advise.

THANKS

JAIME SAN MIGUEL

----- ATTACHED NOTE -----

To: Jaime San Miguel

F251403 - FMHOST

cc: Fred Sayre

F111910 - FMHOST

From: Myrna Johnson

F276177 - FMHOST

Date: 02/11/01

Subject: About Jim Duffy

Just to let you know that Jim Duffy walk off this morning. He came in around 5:00 am and left around 7:00. He left his key with a note "See Ya" on his desk.

Thanks,
Myrna

01/13/03 07:12

User F115938

Printer AAUM

FORWARD 01/11/03 18:48:44 F677062

To: Mary Lucas
 From: Johnna Havard
 Date: 01/11/03
 Subject: Tardiness for JSM....
 Reference: Note attached below

F115938 - FMHOST
 F677062 - FMHOST

 Just something that I thought you might want to see. They are some times of documentation of tardiness.

Johnna Havard
 ALE asst. mgr JN/158

*ASK Fred
 about
 these*

----- ATTACHED NOTE -----

To: Johnna Havard
 From: Johnna Havard
 Date: 12/12/02
 Subject: Tardiness for JSM....

F677062 - FMHOST
 F677062 - FMHOST

 Inventory day, 9/30/02: scheduled at 7:00am, didn't show up until 8-8:15am, (witnesses: Sara Dexter and Fred Sayre, I was doing missing tickets on the misses casual pad and Fred Sayre had asked me if Jaime was here and I said no and that was at 7:00am. I wasn't given a phone call or anything. Then Fred left me and tried paging him twice but no response.)

***That same week we had the RTW visit with CDB and I noted to Jaime that I was going to work an extra shift to get ready for the visit and re-merchandise. He said okay. I worked on Wednesday night. I was the only one in mgt. to put in an extra day for the visit and this was my idea.

***He is late everyday and arrives around 8:00-8:30am when he is usually scheduled at 7:00am.

Witnesses to his tardiness: Monica Batsch, Annmarie Stout, Rhonda Cox, Tonia Avila, Miranda Wilburn, Fred Sayre.

I/E 11/16/02:

He went on vacation 11/14-11/18. Told every year that this is a black out period and while he was gone, Tonia Avila and I were to continue to work our day work week.

I/E 11/23/02:

Friday, 11/22 day of corporate visit of the new president along with PLT, DXA, Mens, & INT, didn't show up until 7:30 scheduled at 7:00. Didn't receive a phone call or any o.v's about the visit and or last minute fixes for the visit. As soon as I got here at 4:00, I re-merchandised with Rhonda Cox in YM. I saw the note sitting on his desk that DXA had sent him on what they were looking at in the other store and it had said to make sure the YM flow was current. It wasn't, so I jumped on it even though I wasn't told to do so. When he finally showed up, he didn't say any problems with us re-working it to make sure it was ready for the visit.

ATTACHMENT A Page 031 of 32

202438F

W/E 11/30:

Sunday he was scheduled at 6:00am and didn't show up until 8:00-8:30. I was scheduled 7-5.

W/E 12/07:

Sunday he was scheduled at 6:00am but showed up around 9:00am in jeans and casual clothing. He asked how the ad was going and then didn't tell us whether he was going to be here or not but was scheduled to work. I was scheduled 7-5 and did the mens ad.

****If he is late, I am never given a phone call or relayed a message.